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## **LABOUR & ESI DEPARTMENT**

### **NOTIFICATION**

The 15th April, 2024

No.3173—LESI-LL2-FM-0005/2020/LESI.— In exercise of the powers conferred by the proviso to clause (b) of sub-section (1) of Section 66 of the Factories Act, 1948 read with the Factories (Odisha Amendment) Act, 2020, the State Government do hereby allow M/s. Hindalco Industries Limited (Hirakud Power), At-Hirakud, Dist- Sambalpur to engage women workers during night, i.e. before 6.00 a.m. and beyond 7.00 p.m. in any day in the factory premises, subject to the following conditions, namely:-

- (1) The consent of women employees willing to work in night shift shall be taken in writing;
- (2) Adequate transportation facilities shall be provided to women employees to pick-up and drop such employee at her residence;
- (3) The work place including passage towards conveniences or facilities concerning toilet, washrooms, drinking water, entry and exit of women employee should be well-lit;
- (4) The toilet, wash room and drinking facilities should be near the work place where such women employees are employed and suitable provisions of closed circuit television (CCTV) surveillance on the way to these facilities shall be provided;
- (5) Provision of safe, secure and healthy Working condition shall be made so that no woman employee is disadvantaged in connection with her employment;
- (6) Dedicated telephone numbers of the establishment shall be displayed at conspicuous places both at the establishment as well as inside the vehicles, so that any women employee can utilize them, in case of any exigency or emergency; and
- (7) The provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013), as applicable to the establishment, shall be complied with.

By order of the Governor  
NIRANJANA JENA  
Deputy Secretary to Government